fulgent

2026 Impact Report



About this Report

This Report covers Fulgent's performance, both qualitative and quantitative, in the context of sustainability for the calendar year of 2025, unless otherwise noted.

In connection with our company policies, annual reporting, and our website, this report illustrates Fulgent's efforts to integrate sustainability throughout the organization. Our Form 10-K and the Proxy Statement offer further details on our governance and financial reporting. This report has been prepared in alignment with guidelines set by the Sustainability Accounting Standards Board (SASB). Furthermore, Fulgent's sustainability management and reporting is propelled by our 2022 commitment to the Sustainable Development Goals (SDGs) set forth by the United Nations (UN).

Forward-Looking Statements

This presentation contains forward-looking statements, which are statements other than those of historical facts, and which represent the estimates and expectations of Fulgent Genetics, Inc. (the "Company") about future events based on current views and assumptions. Examples of forward-looking statements made in this presentation include, among others, those related to anticipated growth and positioning, addressable market estimates, the Company's mission and strategies, the success of its business model and strategy, anticipated future revenue and guidance, evaluations and judgments regarding the Company's business, products, technologies, plans regarding development and launch of potential future products, and any businesses the Company may seek to acquire or has acquired, including statements regarding Inform Diagnostics, CSI Laboratories, and any potential synergies, legal and policy compliance, security, corporate objectives, ongoing efforts, goals, missions, and strategy. The Company's views and assumptions on which these forward-looking statements are based may prove to be incorrect. As a result, matters discussed in any forward-looking statements are subject to risks, uncertainties and changes in circumstances that may cause actual results to differ materially from those discussed or implied by any forward-looking statements. Important factors that could cause actual results to differ materially from those implied by forward-looking statements are disclosed under "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in the Company's reports filed with the Securities and Exchange Commission (SEC), including its annual report on Form 10-K, and other reports filed from time to time. Because of these factors, you should not rely upon forward-looking statements as predictions of future events. The forward-looking statements in this presentation are made only as of the date hereof, and, except as required by law, the Company assumes no obligation to update any forward-looking statements in the future. The company's reports filed with the SEC, including its annual report on Form 10-K for the year ended December 31, 2025, and the other reports it files from time to time, including subsequently filed quarterly and current reports, are made available on the Company's website upon their filing with the SEC. These reports contain more information about the Company, its business and the risks affecting its business, as well as its results of operations for the periods covered by the financial results included in this report.

We invite stakeholders to learn more about us by visiting our website or contacting us by mail, phone, or email:

General Contact: 4399 Santa Anita Avenue, El Monte, CA, 91731 (626) 350-0537 info@fulgentgenetics.com

A Message from Fulgent's Chairman & CEO

Dear Stakeholders,

At Fulgent, our mission has always been simple: deliver accurate, reliable, and accessible genomic testing that transforms patient care. As our company continues to evolve, so too does our understanding of what that mission demands of us, not just as a diagnostics company, but as a responsible business with a meaningful role in the lives of patients, clinicians, and the communities we serve.

2025 was a year of disciplined execution and meaningful progress across every dimension of our business. We delivered strong financial results while advancing the quality, resiliency, and sustainability commitments that define who we are. None of this is possible without the dedication of our employees and the reliability of our supplier partners, who are both critical to everything we deliver.

Innovation remained at the center of our work. We expanded our genomic testing capabilities, achieved important international regulatory milestones, and took meaningful steps forward in AI-powered pathology. We also presented promising early clinical data for our oncology pipeline at a major global conference, bringing us closer to our vision of a fully integrated precision medicine company, one that serves patients from early detection all the way through treatment. Our quality credentials speak directly to the trust patients and clinicians place in us every day. We maintained 99%+ inspection compliance across our facilities under College of American Pathologists (CAP) accreditation and upheld our ISO 15189:2022 Medical Laboratories accreditation, reinforcing our standing as a genomic testing company held to the highest standards in the industry.

On the environmental front, the results reflect deliberate, sustained action. Since 2022, we have reduced our Scope 1 and 2 greenhouse gas emissions by more than 41% and cut our water consumption by over 60%, saving nearly 8 million gallons. These are not incremental gains. They reflect the choices we make every day about how we run our operations and hold ourselves accountable to a higher standard.

Our people remain our greatest asset. In 2025, our team completed more than 13,000 hours of training, a reflection of our belief that a skilled, supported, and engaged workforce is the foundation of everything we do. Our teams across our facilities show up every day to serve patients and clinicians who depend on us for accurate, timely results, and we are committed to giving them the tools and resources to thrive.

Looking ahead, our priorities are clear: continue delivering high-quality diagnostic and pathology services, advance innovation responsibly across genomics, AI, and therapeutics, and build a strong, unified organization that supports growth while staying true to our mission. Fulgent is well positioned to lead at the intersection of science, technology, and patient impact. We are grateful to our patients, customers, partners, and shareholders for their continued trust, and to our entire team for their dedication every day.

Sincerely,



Chairman of our Board of Directors and Chief Executive Officer

MING HSIEH



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About Fulgent

Founded in 2011, Fulgent has evolved into a premier, full-service genomic testing company built around a foundational technology platform.

Through our diverse testing menu, Fulgent is focused on transforming patient care in oncology, anatomic pathology, infectious and rare diseases, and reproductive health. We believe that by providing a wide range of effective, flexible testing options in conjunction with best-in-class service and support, we can redefine the way medicine is managed for patients and clinicians alike.

Since integrating with our therapeutic development business, Fulgent is also developing drug candidates for treating a broad range of cancers using a novel nanoencapsulation and targeted therapy platform. By merging our fields of expertise, we aim to become a fully integrated precision medicine company.

Fulgent Genetics was one of the first clinical laboratories to offer copy number variation detection using next-generation sequencing (NGS) technology in the United States. Today, we continue to offer an unrivaled catalog of genetic testing, including 18,000+ single gene tests, 900+ rare disease tests, whole genome sequencing, whole genome copy number variation analysis, mitochondrial sequencing, and Clinical Laboratory Improvement Amendments (CLIA)/College of American Pathologists (CAP) quality sequencing services.



Sustainability Oversight & Stakeholder Engagement

At Fulgent, sustainability is integrated into how we operate, manage risk, and create long-term value. Our approach focuses on the sustainability topics most relevant to our business and stakeholders, helping us prioritize meaningful action, strengthen resilience, and support responsible growth.

Governance & Accountability

Our Board of Directors oversees Fulgent's sustainability strategy, initiatives, and related risks. The Nominating & Governance Committee, composed of independent directors, is specifically tasked with monitoring sustainability initiatives and related risks.

A cross-functional Sustainability Working Group supports the Committee and advances sustainability objectives across the business. Comprising senior leaders from Finance, Legal, Compliance, and Operations, the Working Group collaborates to develop and implement policies, monitor progress toward goals, and support compliance with evolving regulatory requirements.

Stakeholder-Informed Strategy

We engage with key stakeholders to better understand evolving priorities, identify emerging risks and opportunities, and inform our sustainability approach. Feedback and insights from shareholders, employees, customers, and suppliers help ensure our strategy remains aligned with the needs and expectations of those connected to our business.

Our engagement includes ongoing investor communications through our Investor Relations team, employee feedback and communication, dialogue with customers, and supplier engagement on topics including environmental responsibility, human rights, and data security.

Stakeholder Engagement

Our Investor Relations team maintains an active stockholder engagement program throughout the year, managing ongoing communications, responding to investor inquiries, and maintaining regular dialogue with investors through calls and meetings.

Governance Structure:

Board of Directors » Nominating & Governance Committee » Sustainability Working Group



Materiality Assessment

Our sustainability strategy is informed by the environmental, social, and governance topics most relevant to our business and stakeholders. We identified these topics through our materiality assessment, drawing on research, peer benchmarking, and engagement with key stakeholders.

The assessment helps us prioritize sustainability topics, understand stakeholder expectations, and identify risks and opportunities that may influence our long-term growth and resilience. These insights serve as a guide for our sustainability strategy and help focus our actions and resources on areas where we can have meaningful impact.

Our Priority Material Topics

- Business Ethics
- Data Privacy & Security
- Health, Safety & Wellness

These priority topics reflect areas of particular importance to our stakeholders and business.

Material Topics Identified

Environmental:

- Carbon Emissions
- Pollution & Waste
- Water

Social:

- Health, Safety & Wellness
- Human Capital Development & Labor Management
- Product Lifecycle Management
- Product Safety & Quality

Governance:

- Business Ethics
- Corporate Governance
- Data Privacy & Security

Our Approach to Sustainability

Enhanced Reporting:

We are expanding our reporting and disclosure practices.

Policy Implementation:

We continuously refine our policies to ensure they sufficiently outline our commitments and establish efficient internal processes.

Shareholder Engagement:

We continue to broaden our annual shareholder engagement efforts to share our sustainability journey and gather valuable feedback from our top shareholders.

Working Group:

Our sustainability working group, composed of Executive and Senior Management members, maintains regular engagement and provides quarterly reports to the Board, ensuring comprehensive oversight of all sustainability-related matters.

Governance and Board Oversight

Our Board of Directors is responsible for overseeing Fulgent's business operations, defining our long-term strategy and objectives, and effectively managing risks. Our directors draw upon their extensive knowledge and expertise to act in the best interests of Fulgent and our shareholders. We continually seek fresh talent and diverse perspectives that will further enrich Fulgent's strategic vision and contribute to our ongoing success.



MING HSIEH
Chairman of our Board of Directors and Chief Executive Officer



LINDA MARSH
Independent Director



DR. MICHAEL NOHAILE
Independent Director



REGGIE GROVES
Independent Director

Board Committees

Audit Committee

The Audit Committee oversees the integrity of the Company's financial statements, compliance with legal and regulatory requirements, information security and data privacy compliance, the independent auditor's qualifications and independence, and the performance of the Company's independent auditors. The committee also produces an annual report for inclusion in the Company's proxy statement.



REGGIE GROVES (Chairperson)

Compensation Committee

The Compensation Committee is responsible for the Board's execution of executive compensation and produces an annual report for inclusion in the Company's proxy statement.



LINDA MARSH (Chairperson)

Nominating and Governance Committee

The Nominating and Governance Committee assists the Board in selecting nominees for election to the Board and monitoring the composition of the Board. The committee also oversees the Company's sustainability-related initiatives and policies.



DR. MICHAEL NOHAILE (Chairperson)

Business Ethics & Compliance

Integrity is fundamental to how we do business. Fulgent is committed to operating ethically, transparently, and in compliance with applicable laws and regulations. Our policies, training, and reporting mechanisms help embed accountability across our organization and reinforce the standards expected of our employees, officers, directors, and business partners.

Corporate Governance

Our Corporate Governance Guidelines support effective Board oversight of management and business operations. These practices promote transparency, accountability, and ethical conduct while safeguarding the interests of our stakeholders.

Strong Standards and Clear Accountability

Our Code of Business Conduct and Ethics serves as the foundation of our ethics and compliance program. It outlines expectations for ethical conduct and addresses topics including conflicts of interest, anti-bribery and anti-corruption, workplace conduct, and compliance with applicable laws. Our Code of Ethics for Senior Financial Officers establishes additional standards for our CEO and senior financial leaders, reinforcing accurate, fair, timely, and transparent financial reporting.

Speak Up Culture

We encourage employees and other stakeholders to raise concerns in good faith. Multiple reporting channels, including a dedicated website, email, and toll-free hotline, support confidential and anonymous reporting. The Audit Committee of the Board of Directors oversees the receipt, review, and resolution of complaints related to accounting, internal controls, and auditing matters. Retaliation against individuals who report concerns in good faith is strictly prohibited.

2025 Ethics Highlights

Legal or regulatory fines related to ethics issues	Violations related to bribery, corruption, or anti-competition	Settlements related to bribery, corruption, or anti-competition
None	None	None

Building a Culture of Integrity

Required ethics and compliance training reinforces our expectations and helps employees recognize and respond to potential risks. Training covers key topics including the Code of Conduct, insider trading, anti-bribery and corruption, conflicts of interest, fraud, HIPAA, and workplace harassment prevention.

Information Security & Data Privacy

At Fulgent, protecting the confidentiality, integrity, and availability of information is a strategic priority central to maintaining the trust of our patients, customers, partners, and shareholders. Throughout 2025, we continued maturing our cybersecurity and data privacy program by strengthening governance, enhancing technical safeguards, and improving our ability to identify, prevent, and respond to evolving threats. Cybersecurity oversight remains integrated into our corporate governance, with regular updates provided to the Board to support informed decision-making and risk alignment.

Building on prior investments, we expanded advanced threat detection, strengthened identity-based security controls, and increased visibility across our enterprise environment. Our layered security approach includes next-generation firewalls, AI-powered email protection, intrusion prevention, endpoint security, continuous vulnerability management, and real-time threat intelligence to help detect and contain both known and emerging threats. We also advanced our compliance and assurance programs by completing additional independent security assessments and expanding reusable compliance evidence, improving efficiency while maintaining strong security and privacy controls.

We continued investing in cyber resilience through employee security awareness, enhanced incident response capabilities, and closer alignment with recognized frameworks including NIST, CIS Controls, and SOC 2. These investments reflect our commitment to continuous improvement and responsible stewardship of sensitive information, protecting critical systems and customer data while supporting Fulgent's long-term growth and innovation.

We comply with the following policies and procedures to manage patient data:

- Privacy Policy
- California Privacy Policy
- EEA/UK/Switzerland Privacy Notice
- Patient Account Portal Addendum
- Terms of Service
- HIPAA Policy

2025 Highlights

Material data breaches

None

Annual employee training completion rate for GDPR and Data Security & Privacy

100%

NIST Cybersecurity Framework

Identify

Asset management, governance, and risk management

Protect

Access control, training and awareness, security, and protective technology

Detect

Continuous security monitoring for anomalies and events

Respond

Response planning, communications, and mitigation

Recover

Improvement planning and strategy communications

Environmental Strategy and Performance

At Fulgent, we recognize that protecting the environment is essential to delivering long-term value for our patients, employees, communities, and shareholders. We are committed to integrating environmental responsibility into our operations by improving efficiency, reducing resource consumption, managing waste responsibly, and strengthening our approach to climate-related risks.

Our Environmental Priorities

Climate & Energy

We work to better understand and manage our greenhouse gas emissions while improving energy efficiency across our operations. We continue to strengthen environmental data collection and monitoring to support informed decision-making and identify opportunities for future reductions.

Resource Efficiency

We seek opportunities to optimize the use of energy, water, and other natural resources throughout our operations. Improving operational efficiency helps reduce environmental impacts while supporting business resilience.

Waste Management

Our laboratories manage hazardous, biohazardous, and non-hazardous waste through established procedures designed to protect employees, patients, communities, and the environment. We also continue to expand recycling initiatives and responsible waste management practices where practical.

Environmental Governance

Environmental sustainability is integrated into our enterprise sustainability program through Board oversight, executive leadership, and our cross-functional Sustainability Working Group. Climate-related risks, opportunities, and environmental performance are regularly reviewed to support long-term business strategy.

2025 Focus Areas

- Improve environmental data quality and reporting
- Increase operational energy efficiency
- Strengthen waste reduction and recycling initiatives
- Enhance climate-related risk management
- Support responsible growth through sustainable operations

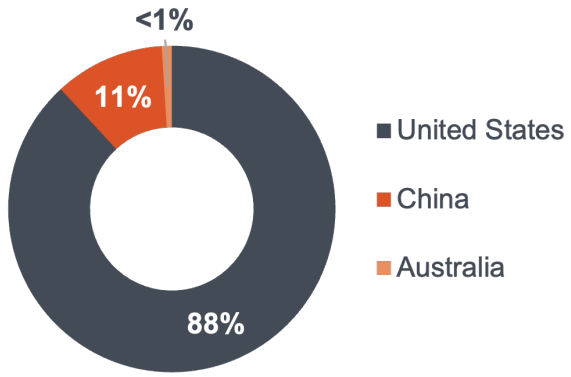
Environmental Strategy and Performance

In 2025, we cut combined Scope 1 & 2 GHG emissions to 3,855 tCO2e, a 41%+ reduction since 2022, driven largely by a 76% drop in Scope 1 emissions. Our footprint comes from powering sequencing equipment, freezers, HVAC, and data infrastructure across our genomics and diagnostics labs. Water withdrawal fell in parallel, down 60%+ to 6,719 CCF (saving roughly 8 million gallons), while we also recycled over 20,000 lbs of materials during the year. Together, these results reflect sustained, multi-year progress across emissions and water.

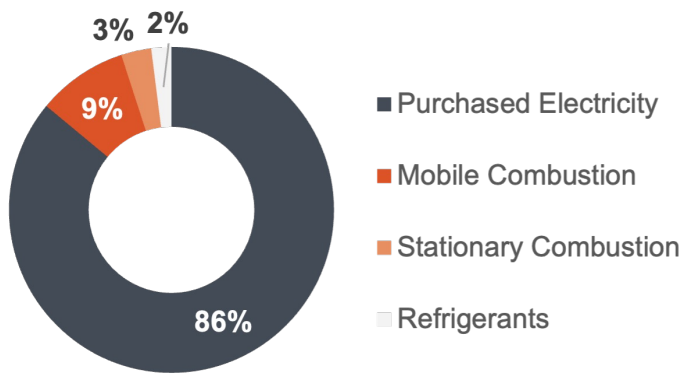
We continue to strengthen our environmental management capabilities by enhancing data quality, improving reporting processes, and monitoring key environmental indicators across our operations. Our environmental program supports operational excellence while helping identify opportunities to reduce resource use and improve efficiency over time.

2025 GHG Emissions Profile

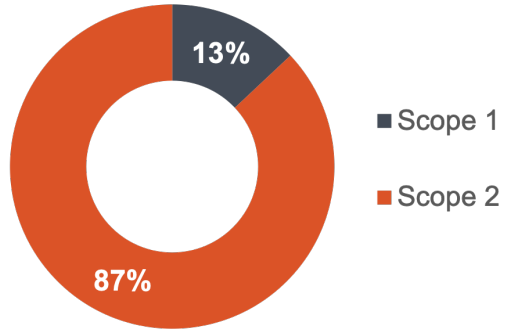
Emission Share by Region



Emission Share by Source



Emission Share by Scope



Reduction in Scope 1 & 2 GHG emissions since 2022	Total tCO_2e Scope 1 & 2 (2025)	Reduction in water use since 2022	Pounds recycled in 2025
41%+	3,855	60%+	20,235

Our Workforce

Workforce Development & Training

Our people are essential to Fulgent's success and our ability to transform healthcare. We are committed to creating an environment where employees are supported, empowered to grow, and equipped with the skills and resources to succeed. This commitment is reflected in our over 80% retention rate.

Investing in Our People

We foster continuous learning and professional development through training, performance feedback, and educational opportunities. Our programs are designed to help employees strengthen their skills, build expertise, and advance their careers. Development opportunities include annual performance reviews, annual training sessions, educational expense reimbursement, IT certification programs, and continuing education support. These investments reinforce a culture of continuous learning and help our workforce adapt, innovate, and contribute to Fulgent's long-term success.

Supporting Our Workforce

We complement professional development with benefits and programs designed to support employee well-being and engagement. Our benefits include health and medical coverage, paid time off, educational reimbursement, 401(k) matching, transit assistance, and childcare reimbursement.

Hours of employee training completed during 2025

13,105

Discrimination or harassment incidents at Fulgent during 2025

None



Health & Safety

Protecting the health and safety of our employees is fundamental to how we operate. We are committed to maintaining a safe, healthy, and compliant workplace through proactive risk management, employee engagement, and continuous improvement.

Our Safety Approach

Our Health & Safety Policy and Injury and Illness Prevention Program (IIPP) provide the foundation for our health and safety management system. The program is designed to meet applicable occupational safety and health requirements, including Cal/OSHA standards, and is supported by dedicated oversight and regular program reviews.

Preventing Injuries & Promoting Well-being

Our goal is to prevent work-related injuries and illnesses by identifying hazards early, strengthening safety practices, and fostering a culture where every employee shares responsibility for workplace safety.

Key elements of our program include:

- Health and safety training for employees
- Hazard identification and risk assessments
- Confidential reporting of unsafe conditions without fear of retaliation
- Quarterly monitoring of safety performance and incident trends
- Annual program reviews to strengthen policies and practices

Continuous Improvement

We regularly evaluate our health and safety performance to identify opportunities for improvement and protect our workforce. In 2025, Fulgent achieved a TRIR of 0.21 and a DART[1] rate of 0.12, both well below industry benchmarks, reflecting sustained investment in workplace safety across our lab and diagnostics operations.

2025 Safety Stats

	Fulgent	VS.	Industry Average[2]
Total recordable incident rate (TRIR)	0.21		2.6
Days away, restricted, or transferred (DART) rate	0.12		1.1
Injury rate and frequency for contractors	0		N/A

1. TRIR measures the number of work-related injuries and illnesses requiring medical treatment beyond first aid per 100 full-time employees, calculated per OSHA recordkeeping standards. DART rate measures the number of cases resulting in days away from work, restricted work activity, or job transfer per 100 full-time employees. Both rates are calculated using the formula: (Number of incidents × 200,000) ÷ total hours worked.
2. U.S. Bureau of Labor Statistics (BLS), *Employer-Reported Workplace Injuries and Illnesses, 2024*, Survey of Occupational Injuries and Illnesses, Table 1, NAICS 6215 – Medical and Diagnostic Laboratories.

Sustainable Procurement

Responsible Sourcing

At Fulgent, responsible sourcing is fundamental to delivering high-quality diagnostic services while managing environmental, social, and operational risks across our supply chain. We partner with suppliers who share our commitment to quality, ethical business practices, human rights, and regulatory compliance.

Supplier Expectations

Our Supplier and Vendor Code of Conduct and Ethics establishes the minimum standards expected of suppliers, vendors, contractors, consultants, and agents. The Code is informed by internationally recognized frameworks, including the International Labour Organization Core Conventions and the UN Guiding Principles on Business and Human Rights, and was updated in 2024 to reflect evolving best practices.

Managing Supply Chain Risk

We apply a structured, risk-based procurement process to evaluate, onboard, and monitor suppliers throughout their relationship with Fulgent. Suppliers are assessed based on the criticality of the products and services they provide, allowing us to focus oversight where risk is greatest.

Supplier Risk Classification

LEVEL 1:	Critical suppliers with a direct impact on operations, product quality, or patient safety
LEVEL 2:	Suppliers with moderate operational or quality impact
LEVEL 3:	Suppliers with lower operational risk and readily available alternatives

Driving Quality and Accountability

Critical suppliers are evaluated annually and may undergo additional performance reviews or on-site audits when warranted. Evaluations consider product quality, service performance, responsiveness, delivery, regulatory compliance, and overall supplier reliability. Performance feedback supports continuous improvement across our supply chain. To further strengthen quality management, Fulgent implemented Supplier Quality Agreements with critical suppliers supporting In Vitro Diagnostic Medical Devices Regulation (EU) 2017/746 (IVDR) products and services.

Sustainable Procurement

Respecting Human Rights

Respect for human rights is embedded in our business practices and supply chain management. We are committed to conducting business responsibly while promoting fair labor practices, safe working conditions, and ethical treatment throughout our operations.

Governance and Oversight

Our Board of Directors oversees Fulgent's human rights commitments, including employee training, supplier due diligence, and initiatives designed to identify and reduce the risk of modern slavery and other human rights violations.

Our policies and procedures promote:

- Safe and respectful workplaces
- Prevention of forced labor and child labor
- Fair hiring and employment practices
- Employee accountability and ethics training
- Equal opportunity and non-discrimination

These expectations are reinforced through our Modern Slavery Statement and supporting **policies** aligned with internationally recognized frameworks, including the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the California Transparency in Supply Chains Act, the UK Modern Slavery Act, and the Australian Modern Slavery Act.

Human Rights in Our Supply Chain

We expect suppliers to uphold the same principles through our Supplier Code of Conduct, which includes expectations related to prohibiting forced labor and child labor; fair wages and working hours; freedom of association; non-discrimination and equal opportunity; safe and healthy working conditions; and worker access to grievance mechanisms. We supplement these expectations with supplier due diligence, risk-based assessments, on-site audits where appropriate, and ongoing monitoring of publicly available information related to human rights risks.

2025 Sustainable Procurement Highlights

Tier 1 and 2 supplier audits conducted annually	Supply chain related Human Rights violations reported through grievance channels	Employee compliance training completion rate
29	None	99%+

Product Quality & Patient Safety

Delivering accurate, reliable, and high-quality diagnostic services is central to Fulgent's mission. Our comprehensive Quality Management System (QMS), rigorous laboratory standards, and culture of continuous improvement help ensure the integrity of every test and support positive patient outcomes.

Quality by Design

Our laboratories operate under a comprehensive Quality Management System (QMS) that integrates quality assurance, risk management, process controls, personnel competency, equipment management, and continuous improvement. These practices support accurate, timely, and reliable results while promoting regulatory compliance and patient safety.

Accredited for Excellence

Fulgent's clinical laboratories maintain nationally recognized accreditations and licenses that demonstrate our commitment to quality and regulatory compliance, including:

- Clinical Laboratory Improvement Amendments (CLIA) certification
- College of American Pathologists (CAP) accreditation
- ISO 15189:2022 Medical Laboratories accreditation
- State laboratory licenses and permits across our operating locations

Protecting Patients Through Continuous Improvement

Quality is monitored throughout the testing lifecycle through proficiency testing, internal and external inspections, performance monitoring, and ongoing staff competency and training. These activities help identify opportunities for improvement and reinforce a culture of quality across our laboratory operations.

2025 Quality Highlights

Internal inspections completed 73	External inspections completed 28
CAP inspection compliance across facilities 99%+	Active laboratory licenses maintained 66
New licenses 11	



Access & Affordability

Expanding access to high-quality diagnostic services is central to Fulgent's mission. We are committed to reducing financial barriers and helping patients obtain the testing and care they need, regardless of insurance status or economic circumstances.

Supporting Patients Throughout Their Journey

Our patient-focused programs are designed to improve access to testing while providing a simple, transparent, and supportive experience. By expanding coverage options and financial assistance, we help more patients access timely diagnostic services that can inform treatment decisions and improve health outcomes.

Improving Access to Care

We offer flexible programs designed to make diagnostic services more accessible and affordable for patients, families, and healthcare providers.

Our approach includes:

- Acceptance of most commercial insurance plans
- Competitive self-pay and discounted cash pricing
- Financial assistance for eligible patients
- Compassionate Care Program for uninsured and underinsured patients
- Flexible payment options that help reduce financial barriers

Advancing Innovation That Expands Patient Access

We continue to invest in innovative diagnostic and therapeutic solutions that broaden access to precision medicine and improve patient care. From advanced carrier screening and oncology diagnostics to emerging therapeutic technologies, our focus remains on delivering solutions that improve lives and expand access to high-quality healthcare.

Our Commitment

Access to healthcare should not depend solely on financial circumstances. We are committed to advancing equitable access by reducing barriers, supporting patients through every stage of care, and expanding access to innovative diagnostic services.



Appendix



Data Summary Tables

Environmental Data Summary

GHG & Energy Consumption	2022	2025	Change
GHG Emissions Scope 1 & 2 (tCO2e)	6,563	3,855	41%+ reduction
Scope 1 (tCO2e)	2,130	516	76% reduction
Scope 2 (tCO2e)	4,433	3,339	25% reduction

Water & Natural Resources	2022	2025	Change
Water (CCF)	16,905	6,719	60%+ reduction

Waste	2025
Biohazardous (Metric Tons)	192
Recycling (Pounds)	20,235

Senior Management Composition Summary

Gender	2025
Male	60.3%
Female	39.7%

Race/Ethnicity	2025
Asian	55.5%
White	34.9%
Black or African American	4.8%
Hispanic or Latino	1.6%
Native Hawaiian or Other Pacific Islander	1.6%
Two or More Races	1.6%

*Availability of data to be aggregated into annual totals was dependent on the type of lease of each facility and the utility management provided by various third-party vendors. Additionally, annual data is based on the operational boundaries in place during that year. Operational boundaries have changed year over year resulting in increases and decreases in disclosed metrics.

Data Summary Tables

Sustainability Accounting Standards Board (SASB)

Disclosure Topic	Accounting Metric	SASB Code	2025 Disclosure
Patient Privacy & Electronic Health Records	Description of policies and practices to secure customers' personal health data records and other personal data	HC-DY-230a.2	See page 10 of this report or visit our website for more information.
	(1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data, (3) number of customers affected in each category, (a) personal data only and (b) personal health data	HC-DY-230a.3	0
	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	HC-DY-230a.4	0
Access for Low-Income Patients	Discussion of strategy to manage the mix of patient insurance status	HC-DY-240a.1	See page 18 of this report or visit our website for more information.
Quality of Care & Patient Satisfaction	Number of Serious Reportable Events	HC-DY-250a.2	Not applicable to our business.
	Hospital-Acquired Condition rates per hospital	HC-DY-250a.3	Not applicable to our business.
	Number of (1) unplanned and (2) total readmissions per hospital	HC-DY-250a.4	Not applicable to our business.
Management of Controlled Substances	Description of policies and practices to manage the number of prescriptions issued for controlled substances	HC-DY-260a.1	Not applicable to our business.

Data Summary Tables

Sustainability Accounting Standards Board (SASB) (cont.)

Disclosure Topic	Accounting Metric	SASB Code	2025 Disclosure
Pricing & Billing Transparency	Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	HC-DY-270a.1	Not applicable to our business. See page 18 of this report or visit our website for more information.
	Discussion of how pricing information for services is made publicly available	HC-DY-270a.2	Not applicable to our business. See page 18 of this report or visit our website for more information.
	Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	HC-DY-270a.3	Not applicable to our business. See page 18 of this report or visit our website for more information.
Workforce Health & Safety	Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees	HC-DY-320a.1	Direct employees: 0.21; Contract employees: 0
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees	HC-DY-330a.1	Physician Voluntary 0.17%; Physician Involuntary 0.25%; Non-Physician Voluntary 12.91%; Non-Physician Involuntary 6.54%
	Description of talent recruitment and retention efforts for health care practitioners	HC-DY-330a.2	See page 13 of this report.
Fraud & Unnecessary Procedures	Total amount of monetary losses as a result of legal proceedings associated with medical fraud	HC-DY-510a.1	At the parent-company level, Fulgent has had zero monetary losses as a result of legal proceedings associated with medical fraud.

Activity Metrics	SASB Code	2025 Disclosure
Number of (1) facilities and (2) beds, by type	HC-DY-000.A	Not applicable to our business.
Number of (1) inpatient admissions and (2) outpatient visits	HC-DY-000.B	Not applicable to our business.